

REWARD, RECOGNITION AND CAREER PROGRESSION

YOU TOLD US



You want to be recognised in your service for a job well done.

You're aware of the employee benefits but you do not often use them.

28% Satisfied with total pay & reward package

44% Agree there are opportunities to develop their career here

WE COMMIT TO:

- Implementing a new pay and career progression scheme
- Providing more local recognition schemes
- Reviewing our employee benefits offer

OUR WAYS OF WORKING POLICY

YOU TOLD US



92% Of managers say their team is productive

92% Of managers say they are able to effectively communicate with their team

77% Of people say it supports a good work-life balance

However:

- Some think it's unfairly applied
- Some don't understand the four work styles
- We want to check if it's having an adverse effect on wellbeing

WE COMMIT TO:

Undertake a review to address employee concerns to:

- Reduce uncertainty
- Check for fairness in use across the organisation
- Review any impact on employee wellbeing

OUR CORE VALUES

We will review and develop the Core Values, and develop an action plan to embed them into our way of life.

Employee Engagement Strategy 2023-2028

Listening to you & taking action



EMPLOYEE COMMUNICATIONS

YOU TOLD US



61% Believe they have enough opportunities to tell us what they think

84% Want to hear about council plans and progress

45% Say they feel well informed

WE COMMIT TO:

Review current internal communications channels to:

- Be fit for purpose
- Make full use of digital systems.
- Provide a mix of two-way communication channels to make sure all staff have a voice

SUPPORTING YOUR MIND HEALTH AND WELLBEING

YOU TOLD US



61% Get the wellbeing support they need working here

57% Described their mental health as good

48% Had feelings of loneliness during each week

69% Of managers felt well supported to manage staff experiencing mental health issues

WE COMMIT TO:

- Review support for those experiencing poor mental health and wellbeing
- Develop collaboration opportunities for staff feeling lonely at work
- Develop regular activities to support colleagues
- Provide managers with the skills they need to support staff experiencing poor mental health

ENGAGING WITH SENIOR MANAGEMENT

YOU TOLD US



39% Say their directorate management team act on staff feedback

49% Agree directorate management teams are sufficiently visible, 46% agree they are sufficiently accessible

39% Rated 2-way communication between Corporate Management Team and staff as good

WE COMMIT TO:

Work to improve senior leadership visibility, accessibility, and engagement at both corporate and directorate level.



WE'LL WORK TO IMPROVE HOW YOU FEEL ABOUT WORKING HERE

62% Are proud to tell others they work here

62% Would recommend the council as a place to work

49% Say the council motivates them to do the best in their job

46% Say the council motivates them to help it achieve its objectives

79% Care about the future of the council

50% Feel a strong personal attachment to the council